



2023

Mission Matters

OUR APPROACH TO SUSTAINABLE
ENERGY PRODUCTION



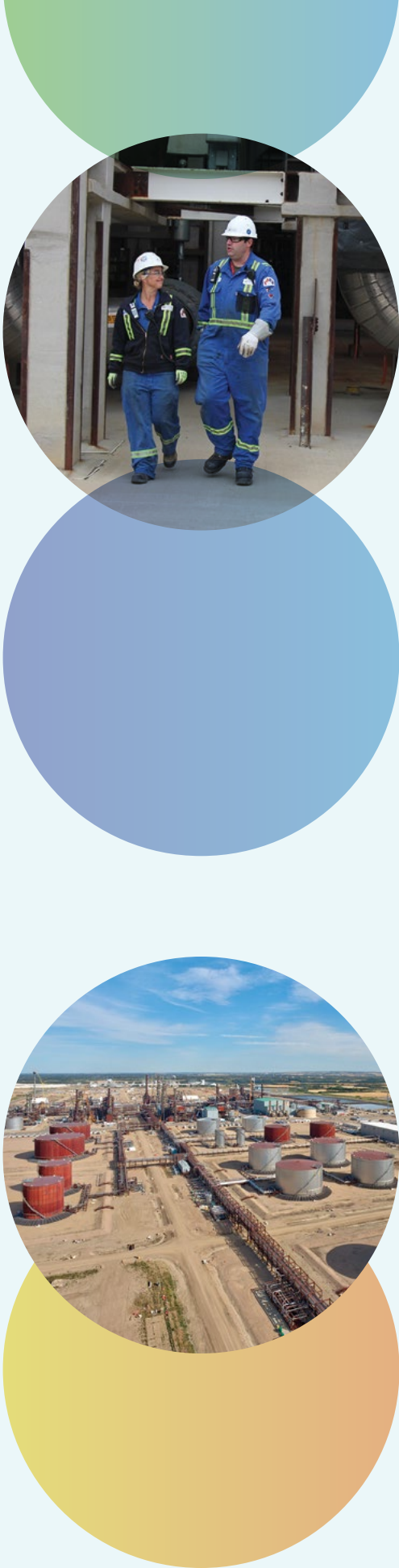


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FEATURED ON THE FRONT COVER (TOP TO BOTTOM):

ASMEL CUBILLAN, PROJECTS LEAD
MACKENZIE DORKEN, PROCESS OPERATOR
ESA ABUZAR, ENVIRONMENT CO-OP STUDENT

Message from the GM



As we enter our fourth year of commercial operation, we continue to take a proactive approach to ensuring safe, reliable operations. Our unwavering focus on the fundamentals starts with safety and working together to ensure a safe, reliable workplace built on GOAL ZERO safety excellence.

From there, it extends to every element of our work. Being proactive in our day-to-day work drives innovation and allows us to increase our productivity and reliability while continuing to minimize our environmental footprint.

Improvements made during the 2022 Turnaround have proven their value through 2023 as daily diesel production has averaged at or above design capacity. This enhanced productivity, efficiency, and effectiveness led to improved environmental performance highlighted by our best year thus far for carbon capture and sulphur recovery.

As we look into the future, we're excited at the possibilities that lie ahead—we're confident we can continue building on our success story.

Our focus for 2024 is on GOAL ZERO safety excellence, developing our people, excelling in our fundamentals and continuing to make reliability and production project improvements ahead of our next Turnaround. We also continue to explore new technologies and practices to enhance our carbon capture.

Zeroing in on these key areas will move us forward while staying true to our mission of safe, sustainable and responsible processing for the benefit of Albertans.

Peter Duda, General Manager

Mission Matters

It all started with a commitment to manage our carbon footprint differently and add value to Alberta's resources in the process. From there, the idea of the Sturgeon Refinery was born.

The first refinery built in Canada since the 1980s, the Sturgeon Refinery is designed with a carbon capture solution from the outset. We use technology to create value-added energy products while meeting or exceeding our environmental requirements.

This is done through emissions management and carbon capture and storage within our refining process to produce the high-value, lower-carbon products needed to meet North America's demand for energy. We've been producing diesel and other products since December 2017.

North West Redwater Partnership (NWR) is a 50/50 partnership between Canadian Natural Resources Limited and the Alberta Petroleum Marketing Commission. NWR owns and operates the Sturgeon Refinery.

MISSION

Maximize the value of processing bitumen into energy products safely and responsibly by our high performing teams for our partners, customers, and Alberta.

VALUES

Integrity. Respect. Trust. Results.

Governance

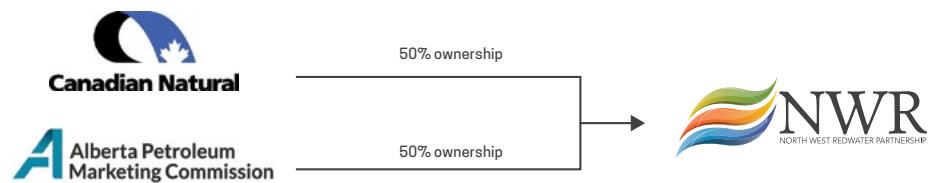
At the Sturgeon Refinery, our commitment to safety, sustainability, environmental stewardship and our track record of creating value for our partners sets the stage for our day-to-day operations.

NWR's strategic direction is set by the Executive Leadership Committee (ELC), which has two representatives from Canadian Natural and two from the Alberta Petroleum Marketing Commission. The ELC leverages their experience in energy, business, government, governance, and policy in the decision making and leadership of the refinery.

With guidance from the ELC, the Senior Leadership Team (SLT) is responsible for daily operations of the facility, ensuring appropriate and effective measures are in place to create and execute our strategies and manage regulatory and climate-related issues.

The SLT consists of seasoned leaders with experience across various sectors, including extensive experience in refining and upgrading. The average experience level of the SLT is 29 years, with an average of eight years with NWR. Both the ELC and SLT are committed to creating value for our partners and province.

A solid governance structure in place helps us navigate all aspects of our business with the same goal in mind—ensuring safe, reliable operations.





YEAR AT A GLANCE:

2023 Performance Highlights

Our performance highlights are provided for three years. In comparing the data over the three years, please note that 2021 was the first full year of commercial operation and 2022 included our first major turnaround.



HEALTH & SAFETY

TOTAL HOURS WORKED

1,340,587 2022: 3,076,163
2021: 1,027,204

EMERGENCY SERVICES TRAINING ACTIVITIES

204 2022: 182
2021: 167

PROCESS SAFETY (TIER 1 EVENTS)*

0 2022: 0
2021: 0

LOST-TIME INCIDENT FREQUENCY (LTI)

0.15 2022: 0.07
2021: 0.00

TOTAL RECORDABLE INJURY FREQUENCY (TRIF)

0.60 2022: 0.33
2021: 0.39

RUNNING TOTAL OF CONSECUTIVE HOURS WORKED LTI FREE

942,964** 2022: 6.7 MILLION***
2021: 5.7 MILLION

Based on the API RP-754 reporting standard. **Consecutive run reset in April due to LTI. *Consecutive run reset in September due to LTI.



OPERATIONS

BITUMEN PROCESSED (BARRELS PER DAY AVERAGE)

47,200+ 2022: 45,100+
2021: 41,100+

DIESEL PRODUCED (BARRELS PER DAY AVERAGE)

40,500+ 2022: 38,100+
2021: 35,700+

OTHER ENERGY PRODUCTS PRODUCED (BARRELS PER DAY AVERAGE)

41,000+ 2022: 36,000+
2021: 33,600+



PEOPLE

FULL-TIME EMPLOYEES

339 2022: 308
2021: 299

AVERAGE YEARS WITH NWR

4.8 2022: 4.4
2021: 4.5

AVERAGE YEARS OF EXPERIENCE

18.2 2022: 18.5
2021: 18.5

EMBEDDED/RESIDENT CONTRACTOR PERSONNEL

190 2022: 278
2021: 179

STUDENTS, WORK TERMS, CO-OPS

13 2022: 7
2021: 7



ENVIRONMENT

CARBON CAPTURED (TONNES)

1,253,567 2022: 890,727
2021: 1,072,750

SULPHUR RECOVERED (%)

99.6 2022: 98.2
2021: 99.3

SULPHUR RECOVERED (TONNES)

153,302 2022: 105,536
2021: 130,323

HYDROGEN PRODUCED (MILLION STANDARD CUBIC FEET)

40,561 2022: 30,134
2021: 37,047



COMMUNITY

INVESTED SINCE PROGRAM INCEPTION (2015)

\$1,022,000+ 2022: \$930,000+
2021: \$833,000+

ANNUAL UNITED WAY ITEM DRIVE

WINTER GEAR FOR FAMILIES

2022: Winter gear for families; Personal protective equipment (PPE) to support people in need seeking employment

2021: PPE to support people in need seeking employment

LOCAL ORGANIZATIONS FUNDED

35 2022: 34
2021: 33



GOAL ZERO

Setting the Health & Safety Stage

Safety at our site is about ensuring that every person who walks through our gates returns home at the end of each day. It's also about safeguarding our neighbours and the environment around us by making safety more than priority. Rather, safety is a core value ingrained in every aspect of our operations.

We aim for GOAL ZERO safety excellence across the refinery. This involves all teams taking a proactive approach, promptly reporting all potential and actual incidents. By thoroughly investigating these incidents to help identify and eliminate the root cause, we're focused on improving our safety performance to help drive down safety incidents to zero.

CELEBRATING A CERTIFICATE OF RECOGNITION

NWR's health and safety management system passed an external Certificate of Recognition (COR) audit by Occupational Health and Safety (OHS) with flying colors, passing with a 91% to be exact.

"The COR is a natural first step in the evolution of our company's HSE program. It means we're on the right track with a robust health and safety system to prevent workplace incidents, ensuring a safe workplace for everyone working here," says Mark Malayko, NWR's Safety Team Lead, pictured on page 8.





THE COR BASICS

This is a voluntary program run by Alberta Jobs, Economy and Trade. A COR is awarded to employers whose health and safety programs meet set OHS standards. To get a COR, a company must have their health and safety management program audited by a Certifying Partner. A Certifying Partner is an organization providing quality assurance as part of the audit process.

COR AUDITS INCLUDE:

- Employee interviews at all levels
- Documentation review
- Observations of workplace conditions and practices

As part of the three-year certification maintenance cycle, NWR will be conducting internal audits over the next two years (2024 and 2025), followed by another external audit in 2026.

OTHER HEALTH AND SAFETY IMPROVEMENT AREAS IN 2023 INCLUDED:

Hand Safety

- Reduced hand injury rate by 30% from 2022 to 2023.
- Zero recordable hand injuries in 2023 compared to three in 2022.

Training and Competency Verification

- Audit and updates to New Hire Program materials and post training assignments.
- Improvements made to HSE training strategy.

TOGETHER, WE'RE ENSURING A SAFE WORKSITE

We take a collaborative approach to safety at the refinery. Our Safety team works closely with teams across the organization, including operations and maintenance personnel, to find solutions to day-to-day safety challenges.

This collaborative approach helped us surpass close to 943,000 exposure hours of lost-time, injury-free work last year and we're continuing to look for ways improve that number. We're always striving to make our site even safer for our employees and contractors as we build on our culture of doing things right.

PROCESS SAFETY HELPS SAFEGUARD THE REFINERY

People safety and process safety—you can't have one without the other at the refinery.

Process safety incidents involve accidental releases of hazardous materials used as part of the refining process. Process safety is about understanding and managing hazards and risks to reduce the frequency and severity of incidents. That's where Mitch Colwell and the Process Safety team come in.

“We work with teams across the organization to diligently observe, address and report small issues before they can escalate. Part of process safety is also taking a look back at the root causes of past incidents to apply the lessons learned across the facility to head off future incidents,” explains Mitch, who is NWR's Process Safety Lead.

In 2023, NWR enhanced the existing risk matrix, helping ensure we reduce our exposures and improve our decision making. It also ensures we're putting resources where they are most needed, we have protective measures in place against the highest risk scenarios and decisions are made at the appropriate level.

The appropriate tools, training and resources help ensure a safe worksite.





EMERGENCY PREPAREDNESS

Whether it's an industrial incident, natural disaster or unforeseen event, a well thought out emergency response plan is the cornerstone of effective response and recovery.

INTRODUCING AN OCCUPATIONAL INJURY SERVICES (OIS) PROGRAM

While we make every effort to maintain a GOAL ZERO worksite and prevent workplace incidents, we do recognize the need to be prepared. When an occupational injury happens, our goal is to support the injured worker through recovery and get them back to work safely.

In 2023, we enrolled in WCB-Alberta's OIS program to help with that process. The OIS program benefits include:

- **Employees have rapid access to quality medical care, including assessment and diagnostics.** This means injured workers can recover safely while minimizing unnecessary delays in returning to their previous position.
- **The OIS disability management reports are completed on the day of visit.** This includes detailed physical work capabilities that help determine modified work opportunities and return-to-work planning.
- **Doctors have knowledge of workplace injuries and modified work options.** This enables them to help create a practical return-to-work plan.
- **The worker, employer, case manager and doctor all have the same information.** This helps with return-to-work planning because everyone is on the same page and communication is maintained throughout the return-to-work process.

Our goal is to ensure our employees have access to specialized and collaborative care to support their recovery and journey back to work if an injury happens.

A SOLID EMERGENCY RESPONSE PLAN IN PLACE

At the Sturgeon Refinery, success depends on working incident-free while being ready if an emergency happens.

Countless training hours and close partnerships help ensure our plan is in place in an emergency situation. We use the Everbridge public notification platform to help ensure timely, direct communication with our neighbors and keep them up-to-date on what's happening at the refinery and how it affects them.

Well-established programs and protocols are also in place that help keep our stakeholders up-to-date. This includes participation at community open houses, site tours, annual visits to landowners along pipeline routes and stakeholder involvement in emergency simulations.

COLLABORATION AT WORK

Think of Northeast Region Community Awareness Emergency Response (NRCAER) as an invisible thread that binds local industries together. Local municipal and industry emergency response departments like NWR's come together through NRCAER to train, plan and share best practices for emergency response in our area.

In April, NWR hosted its annual site-wide emergency response drill, seen on the right. This training opportunity involved a field response supported by NWR's Emergency Services and our mutual aid partners including Nutrien and the Sturgeon County Fire Department.

“These joint training initiatives not only strengthen the way we prepare, respond, and react to incidents but also serve to enhance our mutual aid capacity in the event of an emergency here at NWR,” says Joel Woods, NWR Emergency Response Specialist, pictured on the right.

The partnerships through NRCAER foster collaboration and resilience, enabling the participants to better manage risks, share resources and support the local communities when an emergency happens.



A man with a mustache and goatee, wearing a blue safety suit with reflective yellow-green stripes, stands in front of a large industrial facility with complex piping and scaffolding. He is smiling slightly and has his hands in his pockets. A Motorola radio is clipped to his chest. The text "OUR PEOPLE" is overlaid in white on the center of the image.

OUR PEOPLE

Fueling Our Team's Growth

BUILDING HIGH PERFORMING TEAMS IS A LOT LIKE A JOURNEY

First, it takes preparation and planning. Like a journey, creating a high performing team culture requires a roadmap. At NWR, over 80% of all employees participated in high performing team training in 2022. In 2023, the focus was on training all remaining staff on the principles and refreshing our leadership training. The plan for 2024 is to integrate the principles into our day-to-day work.

There are different pathways and routes you can take.

Just as a journey has different routes and pathways, high performing teams training provides various approaches and strategies for individual and team development. (e.g., face-to-face training, skill-building exercises, etc.) In 2023, the focus was on leadership development. This included eight coach-led Leadership Development and Mastermind Workshops, which enabled our leaders to use their leadership skills and tackle-real-life challenges using the toolkit. This was our first step towards becoming practitioners of high performing teams principles.

These sessions not only reinforced our leaders' understanding of the principles but also provided them with practical tools to navigate complex leadership challenges effectively. For Zohaib Syed, the Mastermind Session provided him with actionable advice on an issue he was facing as a new frontline leader.

“My experience was a positive one. It allowed me to get a bigger picture context of the issue through an open and honest feedback session with my peer group,” says Zohaib, pictured on the left.

The takeaway? Zohaib says he walked away with practical suggestions he could take back and implement with his team.



Like a journey, you'll face challenges and obstacles along the way.

To help mitigate challenges or obstacles, NWR teams created a team charter. These charters help ensure team members align on a common purpose, understand the team's goals, accountabilities and boundary conditions. The team charters let team members know what's expected of them and helps the teams to progress through the stages and challenges of team development.

Eventually you'll arrive at your destination.

Ultimately, every journey has a destination. For high performing teams, the destination is an organization-wide team that is more cohesive, productive, and effective. Our Decalcination Project team has proven that great things happen when employees from across the organization team up to solve problems and tackle challenges. The team safely fast-tracked the design, construction and commissioning of an after-market system to strip the calcium found in certain feedstock. The solution maximized the feedstock and increased our high value crude processing at the refinery. A win-win situation all around!

TAKE OUR KIDS TO WORK DAY

It's not every day that we can bring our kids to work! But in November we welcomed Grade 9-12 students of NWR employees for the annual Take Our Kids to Work initiative. From hands-on activities in the Maintenance Shop to trying on gear in our firehall, students had the opportunity to join their parents for an exclusive behind-the-scenes tour of the refinery and take a look at what careers are available here.

Each year we're excited to share a behind the scenes look at the refinery with students, government officials and delegations.

Here's a look at
some of the
feedback from
the students:



"I'd say the most interesting thing I did and saw today was going to the fire house... we got to try on the gear and it was lighter than I thought it would be."

– Zachary, Grade 10

"I learned that you can never be too green—there's always something you can do to help the environment."

– Brynne, Grade 9

"The day helped give me a visual of what I could be doing in the next few years...doing this today made me even more excited to go to college and start working!"

– Keely, Grade 12





OTHER NOTABLE INITIATIVES IN 2023 INCLUDED:

Establishing a “promote from within” approach

- 6% of our staff were provided with new opportunities within NWR. (e.g., promotions, transfers, assignments, etc.)
- Over 7% of our contracting staff became full-time NWR employees.

Developing departmental career ladders

- These ladders highlight the various career opportunities within NWR.
- They are used as a development tool by our leaders to generate training plans for employees, assessing competency gaps and areas of growth to support succession planning.

Expanding our talent pool

- We implemented an employee referral plan, enabling employees to refer high-performing, qualified candidates for job openings.
- We crafted our recruitment efforts to select candidates that have not only the skills and competencies required for the position but also the behaviors to align with our high performing culture.
- We’ve partnered with Women Building Futures to become one of their Employers of Choice in 2023.

INNOVATIVE AND RESULTS-DRIVEN TEAMS AT NWR

We foster a company culture where we’re encouraged to try new ideas, celebrate successes and implement lessons learned. Our code of conduct reflects the organization’s values of **Integrity, Respect, Trust and Results**. We hold ourselves, and the people we work with, to high standards for ethical business practices and behaviors.

Our core competencies focus on: *Collaboration, Safety Commitment, Communication, Leadership, Initiative and Adaptability*. These competencies govern how we work together to meet our overall company mission.

We believe that we can’t achieve excellence in our mission and vision without engaging and empowering our people. That’s where our ongoing High Performing Teams initiative comes in. Introduced in 2021, it’s an integral part of our NWR culture.

A full-page photograph of three industrial workers on an oil rig platform. The worker on the left wears a white helmet and a dark blue jumpsuit with reflective yellow-green stripes. The worker in the center wears a white helmet and a blue jumpsuit with reflective yellow-green stripes. The worker on the right wears a red helmet and a blue jumpsuit with reflective yellow-green stripes. They are standing on a metal grating platform, looking towards the right. In the background, there are large industrial structures, including a tall distillation column and various pipes and ladders. A large blue circle is overlaid on the center of the image, containing white text.

We believe that we
can achieve excellence
in our mission and
vision by engaging and
empowering our people.

A full-page photograph of an industrial facility. In the foreground, a worker wearing a blue jumpsuit with reflective yellow-green stripes, a white hard hat, and safety glasses stands with their back to the camera, looking towards a large piece of industrial machinery. The machinery consists of several large, horizontal cylindrical vessels supported by a complex steel framework. The vessels have large circular openings with flanges. The scene is set outdoors on a paved area. The text "SUSTAINABLE OPERATIONS" is overlaid in white, bold, sans-serif capital letters in the center of the image.

SUSTAINABLE OPERATIONS

Redefining Sustainable Refinery Operations

Fuel is a big part of the world we live in. At the refinery, we convert raw bitumen into ultra low sulphur diesel for transportation fuel.

This means integrating technologies, maintaining environmental requirements and fostering a collaborative culture that focuses on optimizing our operations.

BALANCING NATURE BY DESIGN

We're one of the first heavy oil refineries in the world designed from day one with a solution for carbon dioxide capture using gasification. This bold approach was decided nearly 20 years ago at a time prior to specific requirements for carbon management.

The investment created an environmentally-competitive asset that produces fuels for the transportation of goods and people. Diesel produced at the Sturgeon Refinery fuels agriculture, commercial transport, passenger vehicles, construction, emergency services, and more.

With over 1.2 million tonnes of carbon dioxide captured during the refining process in 2023, the Sturgeon Refinery demonstrates that necessary transportation fuels can be produced in a sustainable way.

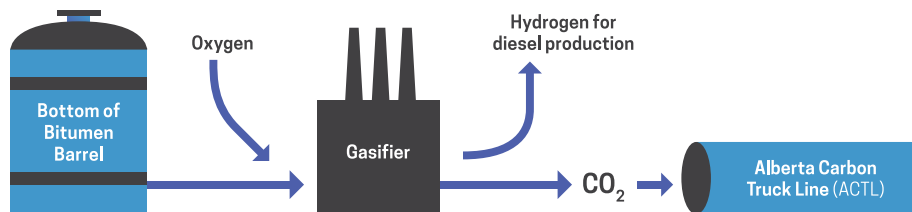


CARBON CAPTURE IN ACTION

We use gasification to process the heavy bottoms, which helps to maximize the use of the entire barrel of bitumen. It's converted into hydrogen, which is a valuable product required for refinery operations and is also becoming increasingly popular as an alternative fuel source. Gasification also produces CO₂, which is captured instead of vented into the atmosphere, eliminating up to 70% of the refinery's total CO₂ footprint.

The CO₂ captured from the refinery serves as an anchor supply to Wolf Midstream's Alberta Carbon Trunk Line (ACTL), which is one of Canada's four operational large-scale carbon capture, utilization and storage (CCUS) projects.

The designed capacity of the pipeline is up to 14.6 million tonnes of CO₂ per year, which allows for future CCUS projects to use it as the industry grows. The captured CO₂ from the refinery moves 240 km through the ACTL to Central Alberta, where it's used for enhanced oil recovery before it's permanently stored underground.



MEASURING THE SUCCESS OF OUR 2022 TURNAROUND

Our first major Turnaround took place in late summer 2022. Production in all 10 units came to a standstill for over 50 days so we could perform preventative maintenance, inspections and upgrades. We collectively worked more hours during this two-month outage than in an entire year of regular operation. For Thom Roe and the Turnaround team, the effort didn't end there.

"The success of a Turnaround is not only measured by staying on budget and on schedule but also by the ability to run reliably after start-up," explains Thom, NWR's Manager of Maintenance & Turnaround.

"In 2023, we celebrated significant achievements in reliability, reactive maintenance, and production, making it one of our most successful years. The work we completed during Turnaround helped us achieve these milestones."

The planning for our next major Turnaround has begun. Thom and the team are drawing on lessons learned from the previous Turnaround, including identifying items with long lead times and potential found-work that needs to be completed.

RELIABILITY, INTEGRATION AND FUNDAMENTALS

Safe, reliable operations — that's the goal at our refinery. Mike Lush and the Maintenance team play a crucial role in ensuring that the refinery operates safely and at peak efficiency. In 2023, the Maintenance team:

- **Executed 366,000 safe hours** on site, including 8,000 corrective work orders and 6,000 preventative work orders.
- **Worked with their partners in Operations** to achieve an 86% Baseline Schedule Compliance and lower reactive work to 15%.

“Reactive work is an indicator of a safe and reliable plant. Working as a site team, we’ve dropped that number from 27% in 2021. We’ll continue to build on the foundational work required to sustain long-term success for our people and for the business,” says Mike, who’s the Superintendent, Maintenance, at the refinery, and pictured fourth from right with the team below.



KEEPING AN EYE ON AIR EMISSIONS

We have an ongoing commitment to operating a safe, profitable and environmentally responsible bitumen refinery. As such, the refinery is built with a sulphur recovery unit technology enabling sulphur recovery at 99.6%.

The SCOT unit, which came online at the end of February 2021, improves the refinery's sulphur recovery. Sulphur recovery reduces the sulphur dioxide emissions during the refining process. This is done directly and indirectly through the production of fuels with ultra-low sulphur content.

This not only has an environmental benefit but allows an otherwise waste stream to be used as a valuable commodity that can be used in fertilizer production and other industrial processes.





IT'S A TEAM EFFORT

Our Continuous Emissions Monitoring System (CEMS) is an important piece of equipment that also contributes to environmental performance by ensuring we operate within our regulatory requirements. The system monitors the effluent gas streams, resulting from the combustion that's part of the refinery process. It's important for NWR's Greg Johnson, a field technician responsible for maintaining the CEMS equipment, and his team to be proactive with system maintenance to ensure there's little to no downtime.

Part of this maintenance in 2023 included a filter housing change on the CEMS sample system, located 100 feet up on the stack. A task not without its challenges showcased a high performing team effort at its finest. Greg explains:

“It takes about eight hours to change out the filter housing and bring the CEMS analyzer back online. So, location, a ticking time clock on the downtime and the cold windy weather were the significant challenges during this activity. When we work together and brainstorm, we come up with the best solutions that are executed and implemented safely,” says Greg.

As part of the preventative maintenance on the CEMS, a cross-functional team was put into place to ensure the system remains reliable. This includes the ability to identify any issues immediately to allow for quick responses to minimize analyzer downtime. The team stands out for their systematic approach in fostering an environment of swift response and action, resulting in no reportable downtime in over 10 months.



CARING FOR THE ECOSYSTEM AROUND US

Our water management philosophy at the refinery includes reusing water wherever practicable.

When fresh water is required from the North Saskatchewan River, we use a connection to a third-party, multi-user water system that draws water with a single intake. This reduces disturbance and allows multiple industrial users to tap into the system for their water requirements as per their regulatory license. The small stream of water from the site wastewater treatment facility is sent to the regional provider for transmission and further treatment.

PROACTIVE WILDLIFE MANAGEMENT

Many species of wildlife make their way around and through our land on a regular basis. The refinery site was designed to preserve this wildlife corridor along the west and south edge of our property. Our Environment team closely monitors wildlife activity to ensure animals can navigate the area without harm. Whether they arrive by land, air or water, animals come and go safely on a year-round basis.



DIVERTING WASTE

Our robust waste collection and recycling program helps us divert tonnes of waste from the landfills by recycling or recovering whatever we can, including catalyst whenever possible. Catalyst is rich in vanadium and nickel and is used as part of the refining process. When it's recycled, the metal is removed from the catalyst materials and can be reused.

All funds from our scrap metal and beverage container recycling program are reinvested back into the community through our Community Funding Strategy.





IN THE COMMUNITY

NWR in Our Community

“As an NWR employee and a resident of Sturgeon County, I’m glad that NWR supports local community programs and initiatives. In 2023, we supported over 30 organizations through NWR’s Community Investment Program. We’re helping build stronger communities, one organization at a time.”

- Angelia Wiles, Coordinator,
Operations Training and NWR Community
Investment Committee member

Our goal is to support as many of these valuable causes as we can through our community funding programs. Here’s a look at some of the local programs we provided funding for in 2023.





GIBBONS LIBRARY MAKEOVER

A library is a magical place, one that can transport you to worlds beyond your imagination. Inside you'll find shelves filled with books waiting to be explored, stories eager to be told and knowledge ready to be discovered. Libraries are often an overlooked hub that helps educate, build and sustain successful communities. The Gibbons library is no different. The library celebrated its 50th anniversary in 2023 with a make-over refresher. This included new furniture, a book circulation area with a book drop, along with a newly designed children's area.

LILLIAN SCHICK SCHOOL

Educators at Lillian Schick School in Bon Accord introduced Project Five, Communicate with Confidence! programming into the school last year. This program focuses on helping students learn how to communicate effectively through presentations, sharing their opinions and ideas, speaking in front of a crowd, and more.

The program's simple steps (Prepare, Practice, Pace, Position, Present) are taught using small groups, whole class discussions, fun games and public speaking activities. Students learn to use their voice, engage an audience and communicate effectively, with each grade level having different activities and a final presentation project.



ALL COMMUNITY PHOTOS SUPPLIED
AND USED WITH PERMISSION.



HEARTLAND CITIZENS ON PATROL

This non-profit organization is helping build safer communities through community-based crime prevention. The Heartland team works with the Fort Saskatchewan RCMP as eyes and ears out in the communities of Fort Saskatchewan, Bruderheim and Lamont. The volunteers patrol commercial areas, construction sites, playgrounds, etc. If something appears to be unusual or criminal in nature, the volunteers notify local law enforcement.

TOWN OF REDWATER'S KRIS KRINGLE HOLIDAY MINGLE EVENT

Over 700 people joined in the festivities at the Town of Redwater's annual Kris Kringle event in support of the Redwater Fellowship of Churches Food Bank. From sleigh/wagon rides and turkey curling to cooking s'mores on a campfire, this town-wide event had something for everyone. A big shout out to all the volunteers who helped make the event a success.

These are only a few of the local programs doing great things in the area. We're proud to have supported these incredible initiatives and look forward to continuing to work with local organizations who are making a positive impact in the communities where we live and work.



PILLARS OF SUPPORT

We believe in actively participating in and helping build the communities where we live and work. Our support is focused on local programs promoting the following pillars:

- Environment and sustainability
- Education and learning
- Health and wellness
- Community support
- Sports and recreation

By supporting programs and activities that focus on our five chosen priorities, we help achieve our goal of helping build stronger, more resilient communities.



2023 MISSION MATTERS

Our approach to sustainable energy production

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 facebook.com/SturgeonRefinery

 North West Redwater Partnership

NWRSTURGEONREFINERY.COM

